



**Department of
Veterans Affairs**

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Fact Sheet

Employee Benefits at a Glance

The information below summarizes many of the benefits that are available to employees of the Department of Veterans Affairs and their eligible family members.

Child Care Centers

VA supports the national commitment to provide quality child care as an essential component of a quality work environment. VA has a number of Child Care Centers operating in 22 states and the District of Columbia. The child care program ensures that VHA families receive quality care for their children.

Learn which facilities have VA-sponsored child care centers through the following link:

<http://www.va.gov/vachildcare/ChildcareCenters.htm>.

Child Care Subsidy Program

VA created the Child Care Subsidy Program to assist lower income employees with the cost of child care. Children from birth through age 13 and children who are disabled and under age 18 are eligible. Children must be enrolled in a family child care home or center-based child care that is licensed and/or regulated by State and/or local authorities. Read more about eligibility for this program through the following link:

<http://www.va.gov/vachildcare/QandAs.HTM#Q1>.

Federal Employees Health Benefits (FEHB)

FEHB is a voluntary health insurance program offered to permanent Federal employees and employees with appointments for more than one year. The program offers coverage under fee-for-service and health maintenance organizations (HMO) plans. Read more about FEHB through the following link:

<http://www.opm.gov/insure/health/index.asp>.

Federal Employees Dental and Vision Insurance Program (FEDVIP)

FEDVIP is a voluntary benefits program that provides supplemental dental and vision insurance coverage. Employees may enroll in dental insurance only, vision insurance only, neither, or both. Read more about FEDVIP through the following link: <http://www.opm.gov/insure/DentalVision/index.asp>.

Flexible Spending Accounts for Federal Employees (FSAFEDS)

Flexible spending accounts allow you to pay for certain health and dependent care expenses with pre-tax dollars. Learn more about the flexible spending accounts available to Federal employees through the following link: <http://www.opm.gov/insure/pretax/fsa/index.asp>.

Federal Employees Group Life Insurance (FEGLI)

FEGLI is a voluntary term life insurance program offered to permanent employees and employees with appointments for more than one year. The program offers basic life, standard, additional, and family option coverage. Read more about this group life insurance plan through the following link:

<http://www.opm.gov/insure/life/index.asp>.

Federal Long Term Care Insurance Program (FLTCIP)

FLTCIP provides coverage for long term care services, including home care, adult day care, and facility care. Employees who are eligible for Federal Employees Health Benefits coverage can apply for long term care insurance, even if they don't enroll in the FEHB program. Read more about FLTCIP through the following link: <http://www.ltcfeds.com>.

Professional Liability Insurance (PLI)

PLI reimburses law enforcement officers, supervisors, and managers for up to one-half of the cost of professional liability insurance, protecting them from potential liability and attorney's fees for actions arising out of the conduct of official duties.

Federal Retirement Systems

The Federal Government has two different retirement systems: the Federal Employees Retirement System (FERS) and the Civil Service Retirement System (CSRS). These government retirement systems are automatic and generally require no elections from employees. Read more about the Federal Government's retirement systems through the following link: <http://www.opm.gov/retire/index.asp>.

Thrift Savings Plan (TSP)

TSP is a tax-deferred retirement savings account. Federal employees can voluntarily contribute to TSP and qualify for automatic and matching agency contributions. Read more about TSP through the following link: <http://www.tsp.gov>.

Telework

In addition to flexible work schedules, some VHA employees may be eligible for telework. Telework is a work arrangement in which some or all of an employee's work is performed at an off-site location, such as the home or in office space near home.

Transit Subsidy

VHA employees who regularly commute to and from work using mass transit may be eligible for a Transit Subsidy. The amount of subsidy authorized is based on an employee's monthly public transit commuting costs.

Worklife4You

Worklife4You is an employer-paid benefit for employees of some VA organizations. This program is designed to assist employees and their family members in managing life events and daily responsibilities.

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